

Central Intelligence Agency



Washington, D.C. 20505

85-0207

DD/A Registry

24 JAN 1985

85-0250

The Honorable Edward P. Boland
Chairman
Permanent Select Committee on Intelligence
House of Representatives
Washington, D.C. 20515

Dear Mr. Chairman:

Since the 3 April 1983 implementation of overseas premium pay for Agency employees, there has been a continuing inequity in the program which is serving to undermine the morale of Agency employees overseas and make more difficult the job of staffing overseas positions. Only those employees who are in a career field requiring a commitment to serve a substantial portion of a career overseas have been eligible for the premium pay. Although this criterion covers the vast majority of Agency employees assigned overseas, there remains a small number of dedicated employees, [redacted]

[redacted] who serve overseas for one or two tours to meet unique Agency needs or to provide the employee with career development experience which can be gained only overseas. In some instances it is essential that these employees develop an area knowledge in order to be more effective in a Headquarters assignment; in others it is essential to gain overseas experience in order to understand and address policy issues confronting the Agency now and in the future. In all instances, these employees are filling important requirements that directly bear upon the mission and function of the Agency. In many of these situations, we have employees who currently are ineligible for premium pay working side by side with employees who are receiving it. These employees are subjected to the same rigors and disruptions to personal life and frequently are performing essentially the same duties as employees eligible for overseas pay. (S)

To correct the inherent inequity in our current overseas pay qualification criteria, we propose to modify the qualifying criteria to include not only employees who are in a career field requiring a commitment to serve a substantial portion of a career overseas, but also those employees who are assigned PCS to a field position when the assignment has been determined to be

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The Honorable Edward P. Boland

in the best interest of the Agency. Specifically, we propose to include those employees assigned to meet a requirement which cannot be met by an employee in a career overseas discipline, and those who are assigned overseas for career development purposes to enhance the employees' value to the Agency. Employees hired locally and certain contract employees will continue to be ineligible. (U)

Adoption of these criteria will increase the cost of overseas pay by approximately \$200,000 per annum. We do not anticipate a significant increase in this cost over the next several years. We propose to make this modification effective 1 February 1985. (S)

Sincerely,



Executive Director

cc: The Honorable Dave Durenberger
Chairman, SSCI

The Honorable Joseph Addabbo
Chairman, HAC

The Honorable Ted Stevens
Chairman, SAC

OP/PMCD/C&CPB/[] (3 Jan 1985)

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Washington, D.C. 20505

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364

24 JAN 1985

The Honorable Dave Durenberger
Chairman
Select Committee on Intelligence
United States Senate
Washington, D.C. 20510

Dear Mr. Chairman:

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Executive Director

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Chairman, HPSCI

The Honorable Joseph Addabbo
Chairman, HAC

The Honorable Ted Stevens
Chairman, SAC

25X1 OP/PMCD/C&CPB [] (3 Jan 1985)

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364/1



Washington, D. C. 20505

24 JAN 1985

The Honorable Joseph Addabbo
Chairman
Subcommittee on Defense
Committee on Appropriations
House of Representatives
Washington, D.C. 20515

Dear Mr. Chairman:

Since the 3 April 1983 implementation of overseas premium pay for Agency employees, there has been a continuing inequity in the program which is serving to undermine the morale of Agency employees overseas and make more difficult the job of staffing overseas positions. Only those employees who are in a career field requiring a commitment to serve a substantial portion of a career overseas have been eligible for the premium pay. Although this criterion covers the vast majority of Agency employees assigned overseas, there remains a small number of dedicated employees, [redacted]

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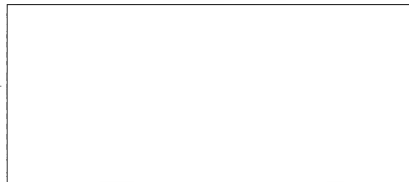
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The Honorable Joseph Addabbo

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The Honorable Ted Stevens
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Central Intelligence Agency



Washington, D.C. 20505

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304/2

24 JAN 1985

The Honorable Ted Stevens
Chairman
Subcommittee on Defense
Committee on Appropriations
United States Senate
Washington, D.C. 20510

Dear Mr. Chairman:

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